



SBStat Post Meeting Notes

Urgent Issues Review During Meeting:

- There were no urgent issues

Decisions and Key Takeaways

- Based on the data, overtime is less concerning from a fiscal perspective than expected
 - We will continue to explore ways to reduce specific, actionable categories of overtime
 - Kronos should allow us to more closely track individual patterns related to absenteeism, overtime, complaints, performance, etc.
- Recruiting remains our highest priority
 - We discussed ways to address attrition at various stages of the process
 - We discussed diversity and inclusion and the need to continue working on this
- SBPD will focus on determining and completing next steps to implement a Reserve Officer Program before the SBPD Q3 Meeting
 - This will address overtime and staffing challenges

Potential Topics to Discuss Next Meeting:

Marketing Strategies

- Goals: Community outreach, targeted recruiting, and internal learning

Recruiting, Continued

- Impacts of changes to the process
- Replenishment rate and longer-term planning

Other Topics Discussed

- Staff survey baseline
- Staffing levels and employee lifecycle
- Current, related projects (Short-term recruiting push and Career Path Development)